

DIVERSITY COUNCIL MINUTES: November 12, 2009

The regular monthly meeting of the Diversity Council was held on Thursday, November 12, 2009, in the Knudsen Training Room, located on the first floor of the Jessie Parker Building in Des Moines, Iowa. The meeting was called to order by Co-Chair Renee Hardman at 2:36 p.m.

MEMBERS PRESENT

Nancy Berggren, Department of Administrative Services – Human Resources Enterprise (DAS-HRE)
Renee Hardman, Bankers Trust, Co-Chair
Reginald Jackson, Wells Fargo Bank, N.A.
Robin Jenkins, DAS-HRE
Alba Perez, Greater Des Moines Partnership
Ralph Rosenberg, Iowa Civil Rights Commission
Jonathan Thorup, Department of Public Safety
Miriam Tyson, Iowa Department of Economic Development
Dinh VanLo, Tai Village, Inc.
Ray Walton, Department of Administrative Services (DAS)

MEMBER PRESENT VIA CONFERENCE CALL

Shirley Hicks, Iowa School for the Deaf, Retired

MEMBERS ABSENT

Preston Daniels, Department of Human Rights, Chair
Jim Larew, Governor's Office (IGOV)
Stephen Wooderson, Iowa Vocational Rehabilitation Services

DESIGNEE Syeta Glanton, IGOV, for Jim Larew

OTHER ATTENDEES

Judy Akre, DAS-HRE
Susan Churchill, DAS-HRE, responsible for taking meeting minutes
Jesus Estrada, DAS-HRE
Matt Oetker, Attorney General's Office
Bill West, DAS-HRE

AGENDA ITEMS

- I. Opening Remarks – Renee Hardman

- II. Review and Approval of Meeting Minutes of October 8, 2009.
 - A. The Council noted a few changes to the minutes.
 - B. Minutes approved with updates.
- III. New Business
 - A. Reggie Jackson and Alba Perez grouped the Council's strategic goals into five categories, or five subcommittees; Council Members then volunteered to serve on the subcommittees.
 - 1. Training Strategy Subcommittee – Continue diversity training and encourage departments to do more on their own to promote diversity.
 - a. Robin Jenkins
 - b. Ralph Rosenberg
 - c. Miriam Tyson
 - d. Support from Performance & Development Solutions (PDS), the DAS Training Department
 - 2. Accountability Strategy Subcommittee – Determine how to make departments accountable for diversity and decide what data and measures should be used to determine outcomes.
 - a. Renee Hardman
 - b. Robin Jenkins
 - c. Alba Perez
 - 3. Diversity Plans Strategy Subcommittee – Work with departments to increase the quality of their annual Diversity Plans and encourage directors to be accountable for diversity progress in their departments.
 - a. Robin Jenkins
 - b. Alba Perez
 - c. Ralph Rosenberg
 - d. Dinh VanLo
 - e. Ray Walton
 - 4. Communications Strategy Subcommittee – Educate the public on the mission, role, and activities of the Council.
 - a. Reggie Jackson
 - b. Miriam Tyson
 - c. Stephen Wooderson
 - 5. Organizational Strategy Subcommittee – Review Council membership; establish lines of communication between the Council and the State with regard to recommendations; and create a mission statement on diversity for all of state government.
 - a. Preston Daniels
 - b. Reggie Jackson
 - B. Council Members decided not to meet in December, so that the new subcommittees would have a chance to meet before the regular January meeting.
- IV. Review of the Council's Progress on the Mandates in Executive Order Four – The Council did not discuss this issue.
- V. Public Forum – Move Forward or Put on Hold?
 - A. The Council decided that it could not discuss the logistics of the forum until it firmed up the *purpose* of the forum, or what it hopes to accomplish with the forum.
 - B. The Communications Strategy Subcommittee will study this issue.

- VI. Public Comment – No one from the audience had a comment; however, Renee Hardman asked that that minutes reflect that the Council needs better technology to accommodate Shirley Hicks, who often participates via conference call.

AGENDA ITEMS FOR NEXT MEETING

- I. New Business
- II. Review of the Progress on the Recommendations Submitted to the Governor in June 2009
- III. Public Comment

ADJOURNMENT

Meeting adjourned at 4:00 p.m. The next regular meeting will be held on January 14, 2010, from 2:30 p.m. – 4:30 p.m. in the Knudsen Training Room, located on the first floor of the Jessie Parker Building, 510 East 12th Street, Des Moines, IA.